

Council of University System Staff

April 22, 2003
UMCP

Members Present	Alternates
Dale O'Neal, BSU	
Marie Meehan, BSU	
Patrick McLane - FSU	Art Hanlin, FSU
Judy Lowe – SU	
Jeanette Schadler - SU	
Ray Frederick, UB	
Steve Agnes – UMB	Melissa Moore – UMB
Colette Becker - UMB	
Linda Morin – UMCES	Fran Younger, UMCES
Joe Hill – UMBC	USMO Liaison -
Sally Hearn – UMBC	Rosario van Daalen
Carol Prier – UMCP	
Andrianna Stuart – UMCP	Guests
Nicole B. Buffington - UMES	Dr. Mote -
Susan Conroy - UMUC	President, UMCP
Mary Reed – USMO	
Roy Ross – UMB – Non-Voting Member	Tom Ruggeri, Guest

Call to Order

Chair Joe Hill called the April CUSS meeting to order at 10:15 a.m. at UMCP. Andrianna Stuart introduced Dr. Mote, the President of UMCP to CUSS. He welcomed us and thanked us for our grassroots efforts during the budgetary crisis in Annapolis. He invited us to the Campus Open House at UMCP on Saturday, 4/26/03 for a fun-filled day for family and friends to view this beautiful campus. Carol Prier gave us the focal points of the Golf Clubhouse Facility.

Approval of Minutes

After careful review of the March minutes, they were approved as amended.

Report of the USMO Liaison

The hiring freeze is on-going, only critical positions are being filled with justification and approval of the University's President and the Chancellor. Each University President is accountable for running their Institution utilizing their best judgment. There will be no merit increase, no match funds, and no COLA.

The State is reducing the size of its staff; the USM has lost more than 400 lines. We are still awaiting the final budget approval that may or may not have additional budget cuts to Higher Education. The Governor can veto or change the budget before his final signature. There is no formal language on the budget at this time. The annual Chancellor's Salary Guidelines have not been written yet.

The status of CUSS Membership is a critical issue at this time. The Council needs to develop an action plan. A letter should be drafted to the BOR and Chancellor voicing the

Council's concerns. A meeting with the Chancellor is essential as well as CUSS members meeting with the Presidents of their Institutions. The Council agreed that we must make noise to be heard. We must meet with the Chancellor to discuss our identity as part of shared governance. CUSS has been codified in the Educational Article of the Maryland Annotated Code. The Chancellor needs to step in and support CUSS. Presidents are at a loss as how to work with CUSS because of collective bargaining. CUSS is the voice for all excluded employees, we must be heard, and this is our only representation.

Morale on the campuses is at an all-time low. Employees are afraid to speak up for fear of losing their jobs.

Chair's Report

- The BOR Finance Committee met on 3/20/03.
- There was no report from the State Higher Ed. Labor Relations Board (SHELRB).

A lengthy discussion occurred on the action to be taken to emphasize the importance of CUSS in the University System of Maryland. A letter is to be drafted to the BOR on the accomplishments of CUSS since it has been codified, voicing our concerns over its membership status, and what its role will be in the future. E-mail Joe Hill your input for this letter.

Guest Speaker:

At this point, Carol Prier introduced our guest speaker, Tom Ruggeri, UMCP, Faculty/Staff Emergency Assistance Loan Fund Coordinator to speak to us on this program. This program was initially set up with a grant contribution and continues to be funded by various fundraisers such as a faculty/staff talent show and golf outings. Through the various fundraisers that faculty and staff participate in, they have raised \$19,000. These events have also been great moral boosters for the employees who participated. Through this fund, people who are in the greatest need for financial assistance are prioritized and loaned up to \$1,000 with pay back due in six months. It has proven to be a very successful program at UMCP.

Chair's Report (continued):

- At the BOR Meeting on 4/11/03 the new regents were introduced, followed by the presentation of the Regent Faculty Awards. CUSS must emphasize that the Regents Staff Awards should be a special celebration, where family members will be present, and not presented at a BOR meeting. Hidden Waters is the desired location for the next Staff Awards presentation.
- Chair Joe Hill's report to the Regents emphasizes the plea of more services with fewer staff who are continually asked to do more with less. Services will be affected. The Staff does not want furlough or lay-offs because they are already doing 1, 2, or 3 different jobs.
- The Chancellor's Council publicly thanked CUSS for the letters sent to the legislature.
- All capital improvements approved. 12% reduction for FY04's Operating Budget.

A question was asked as to what has happened to other State Agencies as far as cuts are concerned? There are no specifics. There are 5,000 vacant positions with 4% to 5% to give back.

Reports from Committees:

Legislative Affairs Committee:

Review the General Assembly Website regularly so you are informed of what is transpiring in Annapolis. Check the Website to see how your legislators voted on the Maryland Higher Education issues in this session. Review the bills to see what the State has done that will impact the USM. We don't want any hidden surprises.

Communications Committee:

The CUSS Website has been updated to include the two letters in support of Higher Education sent to the Maryland Legislature and the minutes from the CUSS Meetings..

Community Development Committee:

The BOR Staff Award Nominees are in the hands of LuAnn Marshall who is preparing the final report. The Committee also discussed the transition meeting that will be held this year Monday, 7/28/03 at Solomon's Island.

Benefits and Compensation Committee:

This Committee will be comparing the number of faculty, staff, (Exempt and Nonexempt) and student workers at each USM Institution. The infrastructure of the staff, faculty and student workers is a tool to make a presentation for an increase in the faculty/staff ratio when funds become available.

Old Business:

CUSS must address the issue of the make-up of its membership with the Chancellor. Again, a letter must be drafted denoting our concerns on our role in shared governance and what the make-up of the CUSS representatives will be. E-mail your ideas and suggestions for the body of this letter to our Chair, Joe Hill.

The biennial Nonexempt salary market survey was conducted in the Baltimore Market and we are at market level, no change in structure.

New Business:

Exempt salary structure has two categories, the Wide Range with five ranges and the Traditional with ten ranges. Each institution keeps track of their own market value for their positions.

A motion was made and seconded that the meeting be adjourned.

The next scheduled meeting is May 20, 2003 at UMUC.

Respectfully Submitted,
Marie L. Meehan
CUSS Secretary